

	<p>Communication on Progress</p>	
<p>Year 2014</p>		

Statement of continued support

Our statement of continued support

Particip GmbH – Your Partner in change was founded in 1989 and is now an independent, internationally-recognised consultancy company, offering the expertise and the know-how gained in over a thousand assignments worldwide. As a multi-cultural company, our services focus on international development and include monitoring and evaluation, capacity and organisational development, technical assistance, policy advice, development of management guidelines at policy, programme and project level, and studies, surveys and analyses – all services covering a broad variety of sectors and themes. For more information about Particip please visit our website at (<http://www.particip.de>).

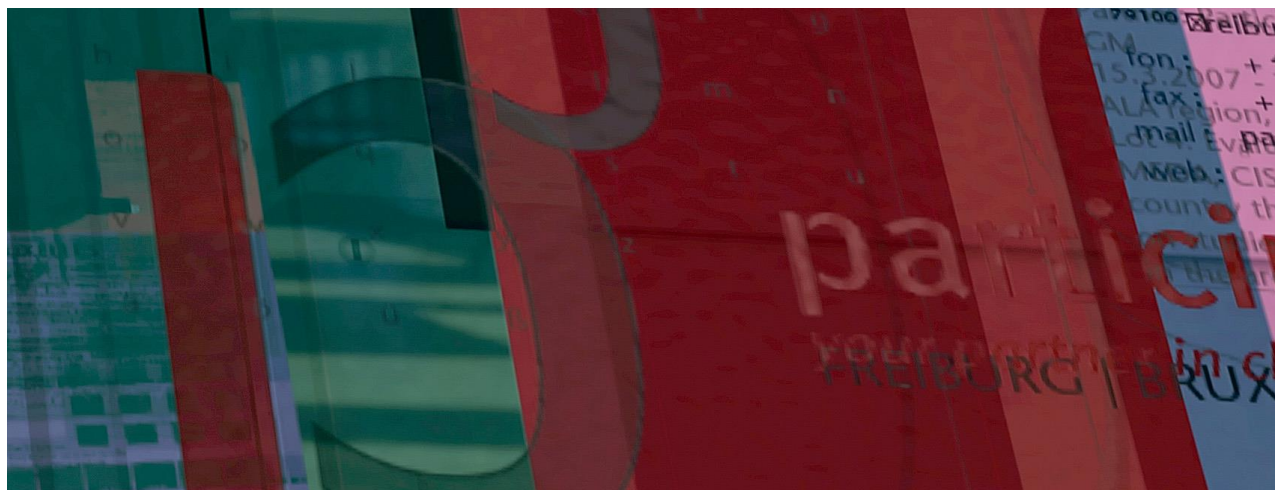
As a consultancy in international development cooperation our overall approach focuses on sustainable development in accordance with the UN Millennium Development Goals.

The great coherence of our corporate values with the ten UN Global Compact principles encouraged us to become a signatory of the UN Global Compact on 7 September 2007. This is our sixth Communication on Progress (COP).

Not size and growth, but the sustainability and viability of Particip is one of our corporate objectives. Our 25th anniversary last year and a continuous positive balance throughout the years prove that we live up to this objective.



Johannes G. Walter
Managing Director



Human Rights

Principle 1

Business should support and respect the protection of internationally proclaimed human rights

Principle 2

Business should ensure that they are not complicit in human rights abuses

Our commitment

We openly commit ourselves to complying with internationally proclaimed human rights in accordance with the UN Declaration of Human Rights and to observe the national laws in all countries we work in. We fully abide by the principles of non-discrimination against anyone regardless of gender, religion, colour, disability or origin.

We are aware that human rights are less protected in some of the countries we work in than in Germany, where our headquarters are located.



We therefore attach importance to the fact that our commitment is not only binding for our permanent staff in our headquarters in

Freiburg and our branch in Brussels, but also for all freelance experts contracted by us for short- or long-term assignments at home or abroad.

Since August 2010 Particip has an official Code of Conduct. By signing it all staff members in our headquarters in Freiburg and our branch in Brussels ensure their assent. The Code of Conduct lays down our ethical principles, provides us with a practical guideline while working to the highest

professional standards in development consulting and sets a framework for action.

In order to guarantee adherence to Particip's ethical principles, an internal person of trust can be addressed confidentially whenever a staff member considers that one of Particip's ethical principles is not being complied with. It is guaranteed in the Code of Conduct that no employee or expert will suffer adverse consequences for reporting any disregard of Particip's ethical principles.

We ensure "equal pay for equal work" by using a transparent remuneration structure for our staff directly involved in project work irrespective of any personal circumstances such as gender. Requirements to be met for achieving different salary levels are clearly defined and available to all employees.

On the occasion of our 25th anniversary we donated a four-digit euro amount to Oxfam Unwrapped, Germany. The contribution will benefit the livelihood security of families living in poverty.

Performance

GRI Indicator LA 13: Percentage of employees in following categories
(based on full-time equivalent)

		2012	2013	2014
Gender	Female %	55%	56%	55%
	Male %	45%	44%	44%
Age groups	under 30 years old	28%	17%	21%
	30 – 50 years old	63%	73%	69%
	Over 50 years old	8%	10%	11%



GRI Indicator LA 13: Composition of senior management in following categories
(based on full-time equivalent)

		2012	2013	2014
Gender	Female %	17%	17%	17%
	Male %	83%	83%	83%
Age groups	under 30 years old	0%	0%	0%
	30 – 50 years old	67%	50%	33%
	Over 50 years old	33%	50%	67%

Targets

- Ensure the good practice standards are maintained.

GRI Indicator LA 14: Ratio of basic salary of men to women

Our remuneration system applies irrespective of gender; hence this ratio is 1:1.

Labour

Principle 3

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4

Business should support the elimination of all forms of forced and compulsory labour

Principle 5

Business should support the effective abolition of child labour

Principle 6

Business should support the elimination of discrimination in respect of employment and occupation

Besides our transparent remuneration system for fixed salary levels, a flexible salary based on the company's profit margin is added to the fixed salary in order to enable employees to participate in the company's success. In 2014 a component rewarding seniority was added to the flexible salary system.



Our commitment

Our company's most valuable asset is our people. We offer our staff long-term professional and personal development perspectives. In this regard we are glad to have been able to increase the percentage of employees formerly employed as student assistants or interns to 22.95% in 2014.

As regards overtime worked we continuously reduced it, achieving our goal of reducing it to a maximum of 10% 3 years in a row.

Performance

GRI Indicator LA 2: Employee turnover in following categories

(based on total no. of employees)

		2012	2013	2014
Gender	Female %	9%	7%	8%
	Male %	4%	2%	7%
Age groups	under 30 years old	0%	6%	0%
	30 – 50 years old	11%	4%	15%
	Over 50 years old	2%	0%	0%

Percentage of part-time employees

(based on total no. of employees)

2012	2013	2014
19.15%	22.22%	16,39%

GRI Indicator LA 3: Benefits provided to full-time employees that are not provided to temporary or to part-time employees

Benefit	Full-time employees	Temporary employees	Part-time employees
Accident insurance	yes	yes	Yes
Company pension scheme	yes	yes	Yes
Allowance for childcare	yes	yes	Yes
Allowance for homework	yes	yes	Yes

Percentage of overtime worked

(based on regular working hours)

2011	2012	2013	2014
11.64%	9.10%	7.50%	3.58%

Percentage of permanent staff members formerly employed as student assistants or interns

(based on total no. of employees)

2012	2013	2014
10.64%	18.52%	22,95%

Percentage of permanent work contracts

(based on total no. of employees)

2012	2013	2014
93.62%	87.04%	96,72%

Targets

- Keep overtime worked under a maximum of 10%

Environment

Principle 7

Business should support a precautionary approach to environmental challenges

Principle 8

Business should undertake initiatives to promote greater environmental responsibility

Principle 9

Business should encourage the development and diffusion of environmentally friendly technologies

Further, most employees come to work by bike or by public transport. Only very few colleagues come by car.

We support the DHL GoGreen climate protection project by combining our shipments with DHL GoGreen service whenever possible. DHL calculates our CO2 emissions generated by transport using a method based on the ISO 14064 standard. In accordance with the specifications of the Kyoto Protocol, these emissions are offset by climate protection projects.



Our commitment

We actively contribute to environmental awareness and are committed to minimizing the negative environmental impacts of our day-to-day work. Amongst others the location of our headquarters in Freiburg in a “plus-energy building” shows our environmental commitment. Plus-



energy buildings are characterized

by on average generating more energy than its inhabitants spend.

We kept on our policy, that no employee is provided with an own company car. The company owns one car that is at everyone's disposal for business purposes. In exchange, PTC provides *Bahncard50* - a German Rail loyalty card that offers a 50% discount - to all travelling employees. Travels within Europe are therefore mainly undertaken by train.

Performance

GRI Indicator EN 4: Indirect energy consumption

	2012	2013	2014 ¹
kWh	40,328	37,805	40,800
Turno- ver [€] per mille	15,375,002	20,178,141	23,030,000
kWh / turnover per mille	2.62	1.87	1.77

GRI Indicator EN 1: Materials used

	2012	2013	2014 ¹
Copies	249,876	268,837	303,072
Turno- ver [€] per mille	15,375,002	20,178,141	23,030,000
Copies / turnover per mille	16.25	13.32	13.16



Company car use

	2012	2013	2014 ¹
km	7,961	6,811	6,345
Turno- ver [€] per mille	15,375,002	20,178,141	23,030,000
km / turnover per mille	0.52	0.34	0.28

¹ Estimates

Anti-Corruption

Principle 10

Business should work against corruption in all its forms, including extortion and bribery

Our Commitment

As an actor in international development cooperation, we are convinced that our company's long-term success is not feasible at the expense of a few individuals or the general public, but solely in a sound, trustful and fair societal environment.

We therefore attach great importance to the fact that our staff members know and adhere to Particip's no-tolerance policy regarding corruption.

All contracts with freelance experts clearly refer to the issue of corruption. By signing his/her contract the freelance expert agrees amongst others with the following points:

1. The contractor shall not accept any commission, discount, allowance, indirect payment or other consideration in connection with, or in relation to, or in discharge of, his obligations under this contract.
2. In context of services provided by the Contractor he shall not accept or give any favour, gift or remuneration from or to any source external to Particip without obtaining its approval. Otherwise, Particip may, without prejudice to any accrued rights of the Contractor under this contract, terminate this contract

To demonstrate your commitment to anti-corruption, transparency and good governance we signed the Call to Action on Anti-Corruption in July 2014.

1989 - 2014

p particip

Particip GmbH • Merzhauser Str. 183 • 79100 Freiburg | Germany

Mr. Georg Kell
Executive Director
United Nations Global Compact
New York, NY
USA

Merzhauser Straße 183

79100 Freiburg | Germany

phone : +49 761 - 79074 - 0

fax : +49 761 - 79074 - 90

e-mail : info@particip.de

web : www.particip.de

OUR REFERENCE: -

DATE 03.07.2014

Dear Mr. Kell,

As signatory and active member of the UN Global Compact, I am pleased to confirm that Particip GmbH supports the Call to Action: Anti-Corruption and the Global Development Agenda - an appeal by the private sector urging Governments to promote efficient and effective anti-corruption measures and to implement robust policies that will foster good governance.

With this communication, we commit to work against corruption in all its forms, including extortion and bribery, as advanced by the UN Global Compact's Tenth Principle¹.

By signing the Call to Action, we ask Governments to:

1. Fully implement and enforce the tenets of the UN Convention against Corruption by strengthening anti-corruption policies, laws and enforcement mechanisms to create a level playing field and incentivize good behavior;
2. Make a commitment to reduce corruption risks from procurement and contract processes of large-scale projects that are designed to support sustainable development;
3. Commit to engaging in competitive and transparent procurement processes through public advertising of all Government procurement cases;
4. Achieve greater transparency in relation to revenues received by Governments from private sector companies;
5. Support corporate efforts to enhance anti-corruption implementation, corporate governance, innovative collective action, and public-private partnership initiatives.

Sincerely yours,

Johannes G. Walter
Managing Director
Particip GmbH

¹ UN Global Compact's Tenth Principle: "Businesses should work against corruption in all its forms, including extortion and bribery."

Particip GmbH Freiburg | BRUNNEN

page 1 of 1

MANAGING DIRECTOR	HEADQUARTERS	BANK ACCOUNT	COMMERCIAL REGISTER
Johannes G. Walter	Freiburg	BANK NAME	HRB 5459
		BANK CODE	COURT
		ACCOUNT NO.	AMTSGERICHT FREIBURG
		SWIFT CODE	VAT-NO.
		IBAN	Tax-NO.